Youth Apprenticeship at NEW Water

Scott Thompson
Operations Trainer
Work-Based Learning
Wisconsin’s
Youth Apprenticeship Program

Employer driven, Student tested, Successfully proven
WHAT is YA?

- Statewide **School-to-Work** initiative
- **HS students** get “real-world” learning in an occupational area
- **ONE or TWO year** elective program
- Combines academic AND technical instruction with **mentored on-the-job training**
- Available to **ALL youth** in participating districts
YA Program Requirements

1. Paid on the job experience and learning
2. Uses skilled job-site mentors
3. Demonstrate skill competencies thru performance evaluation
4. YA Program Completion:
   - State issued skill certificate (DWD)
   - HS diploma (HS)
   - Credit at a Wisconsin TC (TC)
YA Program Structure

DWD:
- **TWO** state YA Administrative staff

YA Coordinators:
- WI is divided into **31 Consortiums** each with a designated YA Program Coordinator

*Participating Public School Districts:*
- **On site** teacher/staff coordinator
YA Program Timeframes

1. Two year program (Level II)- STANDARD
   900 hours of work site learning
   360 hours of related classroom instruction

OR

2. One year program (Level I)- OPTION
   450 hours of work site learning
   180 hours of related classroom instruction
Student’s Role

- Academic skills and Attendance
- Progress Reviews
- Maturity and Responsibility to Employer
Student’s Role

- Academic skills and Attendance
- Progress Reviews
- Maturity and Responsibility to Employer
Parent or Guardian’s Role

- Transportation
- Progress Reviews
K12 Role

- Recruit students
- Coordinate student enrollment
- Integrate YA Program classroom & worksite training into student’s education program
- Ensure 450 hours of worksite hours + 180 hours of related classroom instruction for each year
- Progress Reviews
- Grant high school graduation credit
YA Consortium’s Role

- Approval from DWD to operate YA Program
- Recruit Students AND Employers
- Advisory committee
- Yearly commitment with participating high schools, technical colleges, and local businesses
- YA grievance procedure
- Provide employer mentor training
Employer’s Role

- Participate in mentor training session
- Interview & Hire YA students
- Provide on the job training to YA student
- Pay YA student
- Progress Reviews
- Ensure 450 hours of worksite training/work hours
- Comply with Child Labor Laws
YA Curriculum Definitions

Competency

- Worksite **Skill**: Assessed by Employers at worksite

Performance Standard

- **HOW**: Skill is assessed at worksite; What employers should look for to judge the skill (*as applicable to that worksite*)

Learning Objective

- **WHAT**: Recommended content to learn to be able to perform skill; On-the-job or in-classroom
Required Related Instruction

Classroom instruction to *supplement* the learning of the work site competencies.

Defined in the **Learning Objectives** for each Competency (The **CONTENT** the students should know to perform the Competencies)

**CAN be delivered BY:**
- High School
- Tech College
- Employer
Required Skills

REQUIRED of ALL YA students

- Core Skills
- Safety & Security Skills

Aligned with National Career Cluster Standards
Core Skills Competencies

1. Apply applicable academic knowledge
2. Apply applicable career knowledge
3. Apply applicable industry knowledge
4. Communicate effectively
5. Act professionally
6. Demonstrate customer service skills
7. Cooperate with others in a team setting
8. Think critically
9. Exhibit regulatory & ethical responsibilities
10. Use resources wisely
11. Use basic technology
Safety Competencies

1. Follow personal safety requirements
2. Maintain a safe work environment
3. Demonstrate professional role to be used in an emergency
Water Resources

- Aligned with DWD Adult Registered Apprenticeship in Wastewater Management
- Applicable to sewage, drinking, industry, and medical water treatment facilities
- Related Technical Instruction
# New Chart Format

- Water Resources Units

<table>
<thead>
<tr>
<th>Skill</th>
<th>Performance Standards</th>
<th>Learning Objectives</th>
</tr>
</thead>
</table>
| 3. Monitor operating conditions, meters, & gauges | - Identify and monitor the system control instruments  
- Operate flow measuring device to monitor the flow of water  
- *Collect operational data*  
- Monitor and respond to alarm systems according to protocol  
- Document conditions, readings, and any actions taken | - Discuss common preliminary treatment processes  
- Compare pre-, primary-, secondary, tertiary, and post treatment for water quality  
- Describe the flow of water and its monitoring from point of entrance to exit in your facility  
- Compare flow measurement devices  
- Explain the use of pumps, cross connections, backflow methods, and devices/valves in water flow through a treatment facility |
THANK YOU!

Amy Phillips
YA Program & WIA Technical Assistance Coordinator
Wisconsin Department of Workforce Development

(608) 267-3214
amelia.phillips@dwd.wisconsin.gov
Youth Apprenticeship at NEW Water

Scott Thompson
Operations Trainer
What is NEW Water?
NEW Water Youth Apprenticeship (YA)

Basics…

- Two high school students in the program
- 10-15 work hours each week at NEW Water
- One college course each semester at NWTC
- High School Credit
- College tuition, supplies covered by GB Public Schools
- All work-related costs covered by employer (NEW Water)
- Administered by the Chamber of Commerce
- Students are paid to learn
YA Program Timeline at NEW Water

**November** - Connection Made With GB Public Schools & Chamber

**March** – Promoted @ GB Southwest High School (400 students)

**April** - Hosted Preview Night (12 students)

**Early May** - Accepted Applications (2 students)

**Mid-May** - Interviews

**July** – YA Student starts
Mentoring is a Key Requirement!
Operator Involvement

• Teach safe work practices
• “Live the Life” of a Plant Operator
• Provide broad work experiences
• Include other work groups!

This is not a job shadow position
Apprentice Responsibilities

- Maintains GPA and stays on track for high school graduation
- Manages own transportation
- Helps track learning
- Completes college courses required by the program
- Makes a two-year work commitment of 900 hours
Plant Sampling & Monitoring
Operational Analysis
Housekeeping
Plant Equipment Operation
Plant Communications

- Operation Logbook
- Maintenance Work Orders
- Calendars
- Plant email
Common Issues to Deal With

• Transportation issues
• Work Load – Study Load
• High School Activities and Scheduling Conflicts
• Child Labor Laws
• Determine boundaries
• **Buy-in from employees**
• **Tracking what has been learned**
What Would an Employer Gain?

• Develop potential workforce
• Create recruitment pipeline
• Provide supervisory opportunities for staff
• Raise staff interest in training
• Increase potential for teamwork
• **Deeper connection to the community**
Celebrating Brandon’s First 500 Hours
New Partnerships
Promoting Within the Industry
Business Friends of Education Award

Award Winners
Johnson Controls Inc., Milwaukee
Jones Dairy Farm, Fort Atkinson
Kohler Company
Nelson Global Products, Black River Falls
NEW Water, Green Bay
Tomahawk Community Bank
Trace-A-Matic Corporation, Brookfield
Waukesha County Business Alliance
Wood’s Crossing, Brodhead
Interested in YA... *But Not Sure Where to Start?*

- School-to-Work counselors
- Local School District
- Guidance counselors
- Chamber of Commerce
- Department of Workforce Development
- **Make the call!**
Would Your Organization Benefit From a Youth Apprenticeship Program?
Youth Apprenticeship
at NEW Water

Scott Thompson – sthompson@newwater.us